

**SCHEDULE O
(Form 990 or 990-EZ)**

Department of Treasury Internal Revenue Service

Supplemental Information to Form 990 or 990-EZ

Complete to provide information for responses to specific questions on Form 990 or 990-EZ or to provide any additional information.

- ▶ Attach to Form 990 or 990-EZ.
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OMB No. 1545-0047

2020

Open to Public Inspection

Name of the Organization
YOUNG MEN'S CHRISTIAN ASSOCIATION OF NORTHWEST NORTH CAROLINA (4626)

Employer Identification Number
56-0530015

| Return Reference - Identifier | Explanation |
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| <p>FORM 990, PART III, LINE 1 - ORGANIZATION'S MISSION</p> | <p>MISSION: HELPING ALL PEOPLE REACH THEIR GOD-GIVEN POTENTIAL IN SPIRIT, MIND AND BODY.</p> <p>VALUES: CARING, HONESTY, RESPECT, RESPONSIBILITY, AND FAITH ARE THE VALUES WE STRIVE TO WEAVE INTO EVERY YMCA PROGRAM AND BUILD THE MORAL AND ETHICAL FOUNDATION FOR LIFE.</p> <p>PROFILE: THE YOUNG MEN'S CHRISTIAN ASSOCIATION OF NORTHWEST NORTH CAROLINA IS AN ASSOCIATION OF MEN, WOMEN, AND CHILDREN OF ALL AGES, ABILITIES, INCOMES, RACES, AND RELIGIONS. OUR YMCA SERVES ALEXANDER, DAVIE, FORSYTH, IREDELL, STOKES, WILKES, AND YADKIN COUNTIES THROUGH THE DEDICATED EFFORTS OF VOLUNTEERS, MEMBERS, AND STAFF, AND PROVIDES PROGRAMS THAT PROMOTE YOUTH DEVELOPMENT, HEALTHY LIVING, AND SOCIAL RESPONSIBILITY. THE YMCA OF NORTHWEST NORTH CAROLINA IS COMPRISED OF 12 FACILITY BRANCHES, 3 EXPRESS LOCATIONS, TWO NON-FACILITY BRANCHES, A RESIDENT CAMP, AND AN ADMINISTRATIVE OFFICE.</p> <p>AREAS OF FOCUS: THE Y STRIVES TO STRENGTHEN THE FOUNDATIONS OF THE COMMUNITIES WE SERVE THROUGH PROGRAMS AND SERVICES THAT PROMOTE YOUTH DEVELOPMENT, HEALTHY LIVING, AND SOCIAL RESPONSIBILITY.</p> <p>MEMBERS: THROUGHOUT 2020, THE YMCA OF NORTHWEST NORTH CAROLINA SERVED 78,446 MEMBERS AND PROGRAM PARTICIPANTS. DESPITE A PANDEMIC, ALMOST 18,000 INDIVIDUALS PARTICIPATED IN CHILD CARE, SUMMER CAMP, SWIM LESSONS, MENTORING PROGRAMS, ETC. APPROXIMATELY 17% OF ALL MEMBERS AND 8% OF PROGRAM PARTICIPANTS RECEIVED DIRECT CHARITABLE FINANCIAL SCHOLARSHIPS VALUED AT \$1 MILLION.</p> <p>DONORS: 6,016 INDIVIDUALS MADE A CHARITABLE CONTRIBUTION TO THE YMCAS ANNUAL IMPACT FUND. THE ASSOCIATION RAISED \$1,931,772 IN SUPPORT OF THE Y'S COMMUNITY BENEFIT OF \$2M WHICH INCLUDES THE DIRECT FINANCIAL SCHOLARSHIP PROGRAM - OPEN DOORS. THE TOTAL DOLLARS RAISED INCLUDES SOME SPECIAL EVENTS HELD SPECIFICALLY FOR THE PURPOSE OF THE CAMPAIGN.</p> <p>VOLUNTEERS: VOLUNTEERS ARE A VITAL PART OF THE SUCCESS OF THE YMCA. IN 2020, 1,613 INDIVIDUALS VOLUNTEERED AT THE YMCA IN ROLES AS VARIED AS YOUTH SPORTS COACHES, LITERACY TUTORS, MENTORS TO TEENS, OR BOARD/COMMITTEE MEMBERS. VOLUNTEER HOURS GIVEN TO THE YMCA AND THEIR VALUE WERE ESTIMATED TO BE 17,307 HOURS AND \$450,000, RESPECTIVELY.</p> <p>FINANCIAL SCHOLARSHIP POLICY: THE HEART OF THE YMCA'S MISSION IS TO REACH OUT AND SERVE PEOPLE IN OUR COMMUNITIES WHO ARE IN NEED. THE YMCA STRIVES TO TURN NO ONE AWAY DUE TO AN INABILITY TO PAY A PROGRAM OR MEMBERSHIP FEE. OUR OPEN DOORS PROGRAM ALLOWS INDIVIDUALS AND FAMILIES TO ACCESS YMCA MEMBERSHIP AND PROGRAMS ON A SLIDING-FEE SCALE THAT IS DESIGNED TO RESPOND TO INDIVIDUAL CIRCUMSTANCES (E.G. WHEN A PARENT LOSES HIS/HER JOB, WHEN MEDICAL BILLS BECOME OVERWHELMING, WHEN LIVING ON A FIXED-INCOME, ETC.). APPLICATIONS AND AWARDS OF FINANCIAL SCHOLARSHIPS ARE REVIEWED PERIODICALLY TO DETERMINE IF THE SAME LEVEL OF AWARD IS APPROPRIATE, I.E. HAVE CIRCUMSTANCES CHANGED FOR THE RECIPIENT. DURING 2020, 13,756 NEIGHBORS IN NEED BENEFITED FROM OPEN DOORS FINANCIAL SCHOLARSHIPS FOR MEMBERSHIP AND PROGRAMS.</p> <p>COMMUNITY BENEFIT: AT THE Y, WE MAKE A DIFFERENCE BY FOCUSING ON THREE KEY AREAS: YOUTH DEVELOPMENT, HEALTHY LIVING, AND SOCIAL RESPONSIBILITY. WE WORK TO STRENGTHEN OUR COMMUNITIES BY INVESTING IN OUR KIDS, OUR HEALTH, AND OUR NEIGHBORS. IN 2020, THROUGH ANNUAL GIVING CAMPAIGN SUPPORT AND GRANTS, OUR Y PROVIDED \$2M IN CHARITABLE ASSISTANCE, SCHOLARSHIPS, SUBSIDIZED AND FREE PROGRAMS TO MEMBERS AND PROGRAM PARTICIPANTS.</p> <p>THE YMCA'S EFFORTS TO STRENGTHEN THE FOUNDATIONS OF THE COMMUNITIES WE SERVE ARE ENHANCED THROUGH COLLABORATIONS WITH OTHER COMMUNITY-SERVING GROUPS, A PARTIAL LIST OF WHICH INCLUDES:</p> <p>AGE FRIENDLY FORSYTH AMERICAN CANCER SOCIETY AMERICAN RED CROSS BIG BROTHERS/BIG SISTERS BOY/GIRL SCOUTS OF AMERICA BRENNER FIT CANCER SERVICES CHURCHES & PUBLIC LIBRARIES CITY/COUNTY PLANNING CIVITAN INTERNATIONAL COMMUNITY HEALTH DEPARTMENTS CROSBY SCHOLARS DEPARTMENT OF JUVENILE JUSTICE DEPARTMENT OF SOCIAL SERVICES ENRICHMENT CENTER FAMILY SERVICES OF FORSYTH COUNTY</p> |

| Return Reference - Identifier | Explanation |
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| | FORSYTH COUNTY DEPARTMENT OF PUBLIC HEALTH FORSYTH TECHNICAL COMMUNITY COLLEGE FORSYTH PROMISE GOODWILL INDUSTRIES HISPANIC LEAGUE OF THE PIEDMONT TRIAD HOLA OF WILKES COUNTY HOSPICE KIWANIS INTERNATIONAL LOCAL CHAMBERS OF COMMERCE & BUSINESSES MENTAL HEALTH ASSOCIATION OF FORSYTH COUNTY, INC. NEXT STEP MINISTRIES NORTHWEST AREA HEALTH EDUCATION CENTER NOVANT HEALTH/FORSYTH MEDICAL CENTER PARKS & RECREATION DEPARTMENTS PARTNERSHIP FOR A DRUG-FREE NC PUBLIC AND PRIVATE SCHOOLS ROTARY INTERNATIONAL SECOND HARVEST FOOD BANK SMART START STOKES PARTNERSHIP FOR CHILDREN UNITED FUND OF STOKES COUNTY UNITED FUND OF YADKIN COUNTY UNITED WAY OF ALEXANDER COUNTY UNITED WAY OF DAVIE COUNTY UNITED WAY OF FORSYTH COUNTY UNITED WAY OF IREDELL COUNTY UNITED WAY OF WILKES COUNTY WAKE FOREST BAPTIST HEALTH WAKE FOREST UNIVERSITY WILKES REGIONAL MEDICAL CENTER WINSTON-SALEM DASH WINSTON-SALEM POLICE DEPARTMENT WINSTON-SALEM STATE UNIVERSITY |

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| FORM 990, PART III, LINE 4A - HEALTHY LIVING | <p>1. THE ICONIC AND HISTORIC YMCA TRIANGLE EMPHASIZES THE ONENESS OF SPIRIT, MIND AND BODY. YMCA WELLNESS PROGRAMS ACHIEVE THIS UNITY THROUGH PROGRAMS THAT EMPHASIZE PROPER EXERCISE, NUTRITION, HEALTH EDUCATION, AVOIDANCE OF DRUG AND ALCOHOL ABUSE AND STRESS MANAGEMENT, AS WELL AS FINDING A MENTAL AND SPIRITUAL BALANCE.</p> <p>2. YMCA FACILITIES ARE STRUCTURED TO PROVIDE MEMBERS WITH THE OPPORTUNITY TO PARTICIPATE IN A WIDE RANGE OF WELLNESS ACTIVITIES SUCH AS GROUP EXERCISE CLASSES, STRENGTH TRAINING, PERSONAL FITNESS, CYCLING, AQUATIC PROGRAMS AND OTHER FITNESS CLASSES. FINDING AN ACTIVITY THAT INTERESTS THE INDIVIDUAL IS A CRITICAL COMPONENT TO BUILDING HEALTHY EXERCISE HABITS. THE Y WORKS WITH TRAINED, CARING STAFF TO CONNECT MEMBERS WITH OPTIONS THAT BECOME LIFESTYLE CHOICES TO HELP THEM LIVE HEALTHIER, HAPPIER LIVES. EVEN THOUGH OUR FACILITIES HAD TO CLOSE DURING THE PANDEMIC FOR MOST ACTIVITIES, WE FOUND WAYS TO STILL ENCOURAGE PARTICIPATION IN WELLNESS ACTIVITIES THROUGH VIRTUAL AND OUTSIDE OFFERINGS, AS WELL AS, RESERVED LANES IN OUR POOLS SO THAT MEMBERS COULD REMAIN SAFELY DISTANCED BUT STILL ENJOY A GREAT SWIMMING WORKOUT OR FAMILY FUN.</p> <p>3. GROUP EXERCISE CLASSES ARE A CORNERSTONE OF THE YMCA EXPERIENCE. PASSIONATE, CERTIFIED, AND ENGAGED INSTRUCTORS HELP MEMBERS DISCOVER A LOVE FOR EXERCISE AND CONTINUE TO CHALLENGE THEMSELVES PHYSICALLY. WITH EXPANSIVE CLASS OFFERINGS RANGING FROM YOGA TO BOOT CAMPS, GROUP EXERCISE CLASSES ALLOW MEMBERS TO TRY NEW ACTIVITIES, MEET NEW FRIENDS, AND FIND THE MOTIVATION TO STAY WITH AN EXERCISE PROGRAM. IN 2020, WE TOOK GROUP EXERCISE CLASSES OUTSIDE AND PROVIDED ONLINE OPPORTUNITIES WHERE OVER 300 CLASSES WERE DEVELOPED, FILMED AND UPLOADED SO THAT THEY COULD BE VIEWED OVER 500,000 TIMES WORLDWIDE.</p> <p>4. WHEN THE PANDEMIC HIT AND ACTIVE OLDER ADULTS WERE NO LONGER ABLE TO COME INTO OUR FACILITIES, STAFF CREATED "WELLNESS CHECK-INS" FOR SENIORS. 3,218 PHONE CONVERSATIONS WERE HELD AND 2,657 VOICEMAILS WERE LEFT TO MAKE SURE THESE PEOPLE WERE GETTING THE SERVICES THEY NEEDED AT A TIME WHEN MOST COULD NOT LEAVE THEIR HOMES. STAFF CONNECTED THEM TO THE SERVICES THEY NEEDED AND IN SOME CASES, TOOK THE INITIATIVE TO RUN ERRANDS AS REQUESTED.</p> <p>5. LIVESTRONG AT THE YMCA IS A PHYSICAL ACTIVITY AND WELL-BEING PROGRAM DESIGNED TO HELP ADULT CANCER SURVIVORS ACHIEVE THEIR HOLISTIC HEALTH GOALS. THE EVIDENCE-BASED, 12-WEEK PROGRAM OFFERS PEOPLE AFFECTED BY CANCER A SUPPORTIVE ENVIRONMENT TO PARTICIPATE IN PHYSICAL ACTIVITIES FOCUSED ON STRENGTHENING THE WHOLE PERSON, AS WELL AS A FREE Y MEMBERSHIP TO THE ENTIRE FAMILY FOR THE SESSION'S DURATION. DURING 2020, THE PANDEMIC HINDERED OUR ABILITY TO PROVIDE THIS PROGRAM IN PERSON BECAUSE THE SAFETY OF THE SURVIVORS WAS THE UTMOST PRIORITY. WE ARE LOOKING FORWARD TO BEGINNING IN-PERSON PROGRAMMING AGAIN IN THE FUTURE AS APPROPRIATE TO ENGAGE PARTICIPANTS, BUT IN THE SAFEST WAY POSSIBLE.</p> <p>6. THE YMCA'S DIABETES PREVENTION PROGRAM (YDPP) IS AN INNOVATIVE BEHAVIOR CHANGE MODEL TO HELP REDUCE THE BURDEN OF CHRONIC DISEASE IN COMMUNITIES ACROSS THE NATION. THE PROGRAM HELPS ADULTS AT HIGH RISK OF DEVELOPING TYPE 2 DIABETES REDUCE THEIR RISK FOR DEVELOPING THE DISEASE BY TAKING STEPS THAT WILL IMPROVE THEIR OVERALL HEALTH AND WELL-BEING. THE PROGRAM PROVIDES A SUPPORTIVE ENVIRONMENT WHERE PARTICIPANTS WORK TOGETHER IN A SMALL GROUP TO LEARN ABOUT HEALTHIER EATING, AND INCREASING THEIR PHYSICAL ACTIVITY IN ORDER TO REDUCE THEIR RISK FOR DEVELOPING DIABETES. THE EVIDENCE-BASED PROGRAM IS DELIVERED OVER A 12-MONTH PERIOD, WITH 16 WEEKLY SESSIONS, THEN MONTHLY MAINTENANCE. IT IS CLASSROOM BASED AND CAN BE OFFERED IN ANY COMMUNITY SETTING, BUT BECAME VIRTUAL IN 2020. PROGRAM GOALS INCLUDE REDUCING BODY WEIGHT BY 5%-7% AND PARTICIPATING IN 150 MINUTES OF PHYSICAL ACTIVITY PER WEEK. TO QUALIFY FOR THE PROGRAM, PARTICIPANTS MUST BE 18 OR OLDER, OVERWEIGHT (BMI > 25) AND AT HIGH RISK FOR DEVELOPING TYPE 2 DIABETES OR HAVE BEEN DIAGNOSED WITH PREDIABETES. THE YMCA'S DIABETES PREVENTION PROGRAM IS NATIONALLY SUPPORTED BY THE DIABETES PREVENTION AND CONTROL ALLIANCE AND THE CENTERS FOR DISEASE CONTROL AND PREVENTION. DURING 2020, 41 PARTICIPANTS EMBRACED THIS LIFE-CHANGING PROGRAM.</p> <p>7. THE YMCA'S COACH PROGRAM IS A COMMUNITY OUTREACH PROGRAM WHICH SERVES AS A HEALTHCARE RESOURCE AND PROVIDER TO HELP INDIVIDUALS PREVENT DISEASE AND MANAGE THEIR HEALTH. COACH STANDS FOR COORDINATED OUTCOMES AND APPROACHES TO COMMUNITY HEALTH. NETWORKING WITH COMMUNITY PARTNERS, DEVELOPING TRUST WITH COMMUNITY RESIDENTS AND PROVIDING QUALITY CARE THROUGH NUTRITION AND HEALTH COACHING ARE KEY TO THE SUCCESS OF COACH. THE IMPORTANCE OF ASSESSING THE NEEDS OF AND BUILDING TRUST WITHIN THE COMMUNITY IS AN ESSENTIAL COMPONENT OF THE COACH PROGRAM. PARTNER AGENCIES NEED TO KNOW WHO WE ARE AND INDIVIDUALS NEED TO ASSOCIATE THE COACH NAME WITH HELP AND SUPPORT AS NEEDED. IF SOMEONE NEEDS A MEAL, WE CAN PROVIDE A RESOURCE. IF SOMEONE NEEDS A VACCINE, WE COMMUNICATE ABOUT UPCOMING LOCATIONS. IF SOMEONE NEEDS BLOOD PRESSURE MONITORING, DIABETES PREVENTION OR WEIGHT MANAGEMENT, WE ARE HERE TO PROVIDE SERVICES. IF SOMEONE NEEDS TO COMMUNICATE IN SPANISH, WE CAN TURN TO OUR BILINGUAL STAFF OR THE INTERPRETER SERVICES AVAILABLE BY OUR COMMUNITY PARTNERS. WE BELIEVE IN WORKING TOGETHER TO ELIMINATE HEALTH DISPARITIES.</p> <p>THE PROGRAM HAS EVOLVED THROUGHOUT THE PANDEMIC FROM OFFERING HEALTH ASSESSMENTS AND NUTRITION EDUCATION IN GROUP SETTINGS TO MEETING INDIVIDUAL NEEDS VIA PHONE, ZOOM OR PHYSICALLY DISTANCED IN PERSON MEETINGS THROUGHOUT THE COMMUNITY. WE PARTNERED WITH THE WAKE FOREST BAPTIST HEALTH MOBILE CLINIC TO COMBAT HEALTH DISPARITIES AND PROVIDE TRUE CONTINUUM OF CARE FOR EAST WINSTON RESIDENTS, AS WELL AS, INDIVIDUALIZED NUTRITION AND FOLLOW-UP HEALTH MANAGEMENT. THE Y ALSO PARTNERED WITH FORSYTH COUNTY DEPARTMENT OF PUBLIC HEALTH TO PROVIDE WEEKLY ACCESS TO COVID TESTING AT OUR WINSTON LAKE YMCA. BY REMAINING FLEXIBLE WITH HOW SERVICES WERE OFFERED, WE WERE ABLE TO MEET EACH INDIVIDUAL'S CIRCUMSTANCES INCLUDING CHALLENGES WITH TRANSPORTATION, INTERNET CONNECTIVITY, AND CHANGE</p> |

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| | <p>READINESS. THE COACH PROGRAM SERVED 69 PARTICIPANTS IN 2020. COACH IS FUNDED BY THE UNITED WAY OF FORSYTH COUNTY.</p> <p>8. MOVING FOR BETTER BALANCE (MFBB) IS A FALL PREVENTION PROGRAM THAT HELPS PARTICIPANTS BUILD STRENGTH, IMPROVE BALANCE, AND GAIN CONFIDENCE IN THEIR MOBILITY. THESE GOALS ARE ACCOMPLISHED THROUGH A 12 WEEK PROGRESSION OF VARIOUS TAI CHI BASED MOVEMENTS. WITH A CONSIDERABLE LACK OF MOVEMENT AND PHYSICAL ACTIVITY RESULTING FROM THE PANDEMIC, FALL RISK DRASTICALLY INCREASED IN AN ALREADY SUSCEPTIBLE OLDER POPULATION. WE WERE ABLE TO PIVOT TO A VIRTUAL FORMAT OF THE MFBB PROGRAM ALLOWING TWO COHORTS (14 PARTICIPANTS) TO COMPLETE THE PROGRAM. AS REPORTED IN THE PARTICIPANT SURVEYS, ONE OF THE MOST SIGNIFICANT BI-PRODUCTS OF THE PROGRAM WAS THE SENSE OF CONNECTIVITY.</p> <p>9. THE Y IS ABLE TO APPEAL TO A WIDE RANGE OF PEOPLE TO SET AND ACHIEVE PHYSICAL FITNESS GOALS THROUGH YMCA RACES AND TRIATHLON EVENTS THAT ARE OPEN TO THE COMMUNITY AND SUPPORT FINANCIAL SCHOLARSHIPS. THE 36TH ANNUAL YMCA MISTLETOE RUN HAD TO GO VIRTUAL IN 2020, HOWEVER, 897 RUNNERS STILL PARTICIPATED DURING THE WEEK FOLLOWING DECEMBER 5, 2020. THE RACE SUPPORTS THE Y'S EFFORTS TO FIGHT CHILDHOOD OBESITY IN OUR COMMUNITY, WHERE 41% OF CHILDREN IN FORSYTH COUNTY ARE CONSIDERED OVERWEIGHT OR OBESE - MORE THAN TWICE THE NATIONAL AVERAGE. THE RACE, NORMALLY HELD AT THE WILLIAM G. WHITE, JR. FAMILY YMCA NEAR DOWNTOWN WINSTON-SALEM, IS A LONGSTANDING COMMUNITY EVENT POPULAR AMONG FAMILIES, FIRST-TIME RUNNERS, WALKERS, AND SERIOUS ATHLETES ALIKE.</p> |
| <p>FORM 990, PART III, LINE 4A - HEALTHY LIVING (CONTINUED)</p> | <p>SWIM, SPORTS & PLAY</p> <p>1. TEAM SPORTS ARE PROVIDED AT BOTH THE YOUTH AND ADULT LEVELS. IN 2020, OUR NUMBER OF PARTICIPANTS WERE SIGNIFICANTLY LIMITED BY THE PANDEMIC, BUT WE STILL MANAGED TO PROVIDE A GREAT EXPERIENCE FOR MANY YOUNG PEOPLE BOTH PRE-PANDEMIC AND IN SUMMER MONTHS WHEN ACTIVITIES COULD GO OUTSIDE. THE YOUTH BASKETBALL PROGRAM HAD 1,103 BOYS AND GIRLS UNDER THE AGE OF 18 PARTICIPATE. EACH CHILD PLAYED A MINIMUM OF ONE-HALF OF EACH GAME WITH A VALUES SESSION CONDUCTED BEFORE EACH GAME. OTHER TEAM SPORTS INCLUDE YOUTH SOCCER (279), FLAG FOOTBALL (59), YOUTH BASEBALL/T-BALL (115), AND VOLLEYBALL (77). THESE YOUTH TEAMS WERE LED BY VOLUNTEER COACHES. WITH ALL YMCA SPORTS, THE INTENT IS FOR THE PARTICIPANTS TO HAVE FUN WHILE LEARNING TO PLAY THE SPORT IN AN ENVIRONMENT THAT PLACES WINNING AS SECONDARY. PARENTS AND VOLUNTEERS WORK TOGETHER TO MAKE EACH SEASON SPECIAL FOR EVERY TEAM MEMBER.</p> <p>2. SWIM LESSONS TEACH AQUATIC SKILLS TO YOUTH AND ADULTS (AGES 6 MONTHS THROUGH SENIOR CITIZENS). SWIMMING IS A LIFE-LONG ACTIVITY THAT IMPROVES HEALTH AND FITNESS IN ADDITION TO TEACHING KIDS AND FAMILIES TO BE SAFE IN AND AROUND WATER. DESPITE A PANDEMIC, WE WERE ABLE TO SAFELY DELIVER OVER 2,900 SWIM LESSONS TO YOUTH AND FAMILIES IN 2020.</p> <p>3. DEVELOPMENTAL AND COMPETITIVE SWIMMING PROVIDES ACTIVITIES FOR SWIMMERS FROM FOUR YEARS OLD TO ADULT THROUGH OUR SWIM TEAM, TYDE. THIS PROGRAM NOT ONLY IMPROVES PHYSICAL FITNESS AND ENHANCES AQUATIC SKILLS, BUT ALSO TEACHES THE IMPORTANCE OF TEAMWORK, GOAL ORIENTATION AND TIME MANAGEMENT. IN 2020, OVER 670 SWIMMERS WERE DIRECTLY INVOLVED WITH OUR YEAR-ROUND YMCA SWIM TEAM. DURING 2020, OUR YMCA SWIMMERS PARTICIPATED IN YMCA AND USA SWIMMING NATIONAL EVENTS. OF 19 SENIORS ON THE TYDE TEAM, 3 WILL BE SWIMMING COMPETITIVELY FOR THEIR COLLEGE TEAMS AND ALL 3 WILL RECEIVE SCHOLARSHIP SUPPORT FOR THEIR SWIMMING EFFORTS. YMCA AQUATIC FACILITIES ARE ALSO UTILIZED BY AREA HIGH SCHOOL SWIM TEAMS FOR PRACTICES AND COMPETITIONS, INCLUDING THE 4-A CPC CONFERENCE CHAMPIONSHIPS.</p> <p>4. STUDENTS WHO WERE LEARNING VIRTUALLY BECAUSE OF THE PANDEMIC WERE STILL ABLE TO HAVE PHYSICAL ACTIVITY WOVEN INTO THEIR SCHOOL DAY. Y STAFF PROVIDED PHYSICAL EDUCATION CLASSES TO OVER 600 YOUTH WHO ATTENDED E-LEARNING ACADEMIES AT OUR FACILITIES AND MANY ENJOYED SWIM TIME, AS WELL.</p> <p>5. YMCA PROGRAMS ARE DESIGNED TO ATTRACT PEOPLE OF ALL AGES, ALL ABILITIES AND ALL INCOMES. FINANCIAL SCHOLARSHIP POLICIES HELP ALL PEOPLE GAIN ACCESS TO THE YMCA, REGARDLESS OF INCOME LEVEL. DURING TIMES OF FINANCIAL STRUGGLE ARE OFTEN WHEN PEOPLE NEED A PLACE TO BELONG, RELIEVE STRESS IN A SUPPORTIVE, HEALTHY ENVIRONMENT, AND MAINTAIN THE BEST POSSIBLE HEALTH. OUR FINANCIAL SCHOLARSHIP PROGRAM ALLOWS THE Y TO ENSURE OUR DOORS ARE ALWAYS OPEN FOR ALL MEMBERS OF OUR COMMUNITY, PARTICULARLY IN TIMES OF NEED.</p> |

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| <p>FORM 990, PART III, LINE 4B - YOUTH DEVELOPMENT</p> | <p>CHILD CARE</p> <p>1. BEFORE/AFTER AND OUT OF SCHOOL PROGRAMS PROVIDE CHILD CARE FOR CHILDREN 5 - 15 YEARS OF AGE MEETING THE NEEDS OF WORKING PARENTS DURING THE SCHOOL YEAR. EVEN THOUGH 2020 WAS VERY DIFFERENT FOR MOST OF THE YEAR DUE TO THE PANDEMIC, WE BEGAN THE YEAR WITH PROGRAMS THAT INCLUDED SPORTS, GROUP GAMES, VALUES EDUCATION, ASSET DEVELOPMENT, HEALTHY SNACKS AND TUTORING WHILE SERVING 575 YOUTH (22 BEFORE SCHOOL AND 536 AFTER SCHOOL, 17 IN BOTH PROGRAMS) FROM MULTIPLE SCHOOLS AND SCHOOL SITES AND 5 YMCA BRANCHES.</p> <p>2. IN 2020, THE YMCA PROVIDED A NUTRITIOUS HEALTHY SNACK TO 18 MAINLY AT RISK AFTER SCHOOL CARE SITES. DURING BOTH BEFORE/AFTER SCHOOL ACADEMIES AND E-LEARNING CENTERS (SEE BELOW), THE Y SERVED APPROXIMATELY 4,300 SNACKS AND 3,700 MEALS THROUGH THE FOOD GRANT PROGRAM AND WAS POSSIBLE DUE TO FUNDING FROM THE NCDHHS CHILD AND ADULT CARE FOOD PROGRAM. IN ADDITION TO THE HEALTHY SNACK, THE KIDS ALSO PARTICIPATED IN PHYSICAL ACTIVITIES AND HEALTHY LIFESTYLE TUTORING.</p> <p>3. YMCA PROGRAMS ARE DESIGNED TO HELP CHILDREN REACH THEIR FULL POTENTIAL IN A SAFE, SUPPORTIVE ENVIRONMENT REGARDLESS OF THEIR FAMILY'S CIRCUMSTANCES. FINANCIAL SCHOLARSHIP POLICIES HELP ALL PEOPLE GAIN ACCESS TO THE YMCA, REGARDLESS OF INCOME LEVEL.</p> <p>EDUCATION & LEADERSHIP</p> <p>1. WHEN THE PANDEMIC HIT AND SCHOOLS CLOSED, THE Y PIVOTED AND CONVERTED FACILITIES INTO VIRTUAL SCHOOLS, FIRST FOR EMERGENCY CHILD CARE TO 146 CHILDREN OF ESSENTIAL WORKERS, BUT THEN LATER TO E-LEARNING CENTERS SO THAT KIDS COULD CONTINUE TO LEARN WHILE PARENTS COULD CONTINUE TO WORK. 638 YOUTH HAD A SAFE PLACE TO GO TO SCHOOL ONLINE WITH RELIABLE INTERNET CONNECTIVITY AND ASSISTANCE IN LOGGING ON AND STAYING ATTENTIVE.</p> <p>2. THE 21ST CCLC PROGRAM IS AUTHORIZED UNDER TITLE IV, PART B OF THE ELEMENTARY AND SECONDARY EDUCATION ACT (ESEA). THE PROGRAM PROVIDES BEFORE AND AFTER-SCHOOL, WEEKEND, AND SUMMER SCHOOL ACADEMIC ENRICHMENT OPPORTUNITIES FOR CHILDREN ATTENDING LOW-PERFORMING SCHOOLS TO HELP THEM MEET LOCAL AND STATE ACADEMIC STANDARDS IN SUBJECTS SUCH AS READING, MATHEMATICS, AND SCIENCE. IN ADDITION, PROGRAMS MAY PROVIDE ACTIVITIES FOR YOUTH DEVELOPMENT, DRUG AND VIOLENCE PREVENTION, ART, MUSIC, TECHNOLOGY, CHARACTER EDUCATION, COUNSELING, AND RECREATION TO ENHANCE THE PROGRAM'S ACADEMIC COMPONENTS. THE PROGRAM ALSO SUPPORTS A COMPONENT FOR FAMILY LITERACY AND COMMUNITY OUTREACH.</p> <p>DURING 2020, THE Y PROVIDED TWO 21ST CENTURY COMMUNITY LEARNING CENTER PROGRAMS WITH A FOCUS ON AT-RISK ELEMENTARY AND MIDDLE SCHOOL STUDENTS. EACH PROGRAM SERVED ONE ELEMENTARY AND ONE MIDDLE SCHOOL IN WILKES COUNTY (FOR A TOTAL OF 4 SITES) DURING AFTER-SCHOOL HOURS MONDAY THROUGH FRIDAY WITH AN ENROLLMENT OF APPROXIMATELY 160 STUDENTS THROUGHOUT THE SCHOOL YEAR. ALSO THE PROGRAMS PROVIDE A FIVE WEEK SUMMER PROGRAM AT TWO SITES TO 100 ELEMENTARY STUDENTS. THE PROGRAM COMPONENTS CONSIST OF HOMEWORK ASSISTANCE AND TUTORING, STEM (SCIENCE, TECHNOLOGY, ENGINEERING AND MATH) ACTIVITIES, A HEALTHY SNACK, PHYSICAL FITNESS, HEALTH EMPHASIS, ENRICHMENT, AND FAMILY NIGHTS. THE PROGRAM AIMS TO LOWER THE ACHIEVEMENT GAP, REDUCE DISCIPLINARY ACTIONS AND INVOLVEMENT IN JUVENILE CRIME, IMPROVE SCHOOL ATTENDANCE, INCREASE PARENTAL INVOLVEMENT, IMPROVE HEALTH AND NUTRITION PRACTICES, FOCUS ON SOCIAL AND EMOTIONAL NEEDS OF THE STUDENTS AND PROVIDE STRONG CHARACTER DEVELOPMENT OPPORTUNITIES.</p> <p>DESPITE THE PANDEMIC IN 2020 AND ALL THE CHALLENGES IT BROUGHT, WE WERE ABLE TO FIND WAYS TO CONTINUE TO SERVE THESE STUDENTS AND SUCCESSFULLY RUN THE PROGRAM.</p> <p>3. OUR YOUTH & GOVERNMENT PROGRAM INTRODUCES LOCAL MIDDLE AND HIGH SCHOOL STUDENTS TO THE LEGISLATIVE PROCESS OF CITY, COUNTY, STATE, NATIONAL, AND INTERNATIONAL GOVERNMENTS THROUGH A HANDS-ON APPROACH. PROGRAMS SUCH AS YOUTH LEGISLATURE (CULMINATING WITH A WEEKEND TRIP TO THE STATE CAPITAL IN RALEIGH WHERE THE STUDENTS AUTHOR, INTRODUCE AND VOTE TO ACCEPT OR REJECT BILLS OF THEIR OWN CREATION), CONFERENCE ON NATIONAL AFFAIRS, AND MODEL UNITED NATIONS ENABLE YOUNG PEOPLE TO PREPARE FOR MORAL AND POLITICAL LEADERSHIP THROUGH TRAINING IN THE THEORY AND PRACTICE OF DEVELOPING PUBLIC POLICY. STUDENTS SHARPEN THEIR LEADERSHIP SKILLS AND IMPROVE THEIR PROBLEM SOLVING AND CRITICAL THINKING ABILITIES WHILE BECOMING MORE ADEPT AT DEBATING AND PUBLIC SPEAKING. YOUTH & GOVERNMENT ALSO INCLUDES A MOCK TRIAL AND COURT OF APPEALS. IN EACH OF THESE PROGRAMS, STUDENTS SPECIFIC TO THEIR ROLE - SUCH AS ATTORNEY, WITNESS, OR JUDGE - TRY A CASE OR PRESENT A CASE TO AN APPELLATE COURT WHERE THEY GET TO ARGUE EACH SIDE OF THE CASE. IN 2020, 366 STUDENTS FROM MIDDLE AND HIGH SCHOOLS WITHIN OUR ASSOCIATION PARTICIPATED IN THESE PROGRAMS, MANY RETURNING HOME WITH RECOGNITION AWARDS AND HAVING BEEN ELECTED TO A STATE OFFICE BY THEIR PEERS.</p> <p>6. THE BLACK ACHIEVERS PROGRAM GIVES TEENS (9TH - 12TH GRADE) IN FORSYTH COUNTY DIRECT ACCESS TO VOLUNTEER LEADERS (ADULT ACHIEVERS) REPRESENTING BUSINESS AND INDUSTRY, PUBLIC HEALTH AND SAFETY, EDUCATION AND COMMUNITY BASED ORGANIZATIONS. OUR VOLUNTEERS SERVE AS ROLE MODELS AND NURTURING FIGURES WHO EMPHASIZE THE IMPORTANCE OF EDUCATION. THE PROGRAM PROVIDES CAREER EXPLORATION WITH STUDENT ACHIEVERS WORKING WITH ADULT ACHIEVERS TO LEARN ABOUT DIFFERENT CAREER PATHS - ARCHITECTURE AND ENGINEERING, HEALTH AND MEDICAL, BUSINESS, EDUCATION, COMPUTERS, ETC. COLLEGE PREPARATION IS ENCOURAGED WITH SAT PREPARATION AND COLLEGE TOURS BEING A PART OF THE NINE-MONTH PROGRAM. THE ACHIEVERS PROGRAM HAS 14 SCHOOL CLUB OFFERINGS WHERE STUDENTS MEET MONTHLY AND PARTICIPATE IN WORKSHOPS ONSITE AS WELL AS OFFSITE FIELD TRIPS AND COLLEGE TOURS. THE GRADUATING TEENS COMPETE FOR COLLEGE SCHOLARSHIPS AND AWARDS. DURING 2020, 11 SENIORS RECEIVED SCHOLARSHIPS TOTALING \$21,750.</p> |

| Return Reference - Identifier | Explanation |
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| | <p>LATINO ACHIEVERS IS A MENTORING PROGRAM FOR HISPANIC/LATINO STUDENTS IN GRADES 6-12. THE PROGRAM IS DESIGNED TO ADDRESS THE GROWING DROP-OUT RATE OF HISPANIC STUDENTS IN FORSYTH COUNTY HIGH SCHOOLS. LATINO ACHIEVERS HAS 15 CLUB OFFERINGS AND GIVES TEENS ACCESS TO ADULT ACHIEVERS WHO ARE HISPANIC AND BILINGUAL PROFESSIONALS FROM COMMUNITY ORGANIZATIONS IN CAREER FIELDS SUCH AS FINANCE, MEDIA/COMMUNICATIONS, BUSINESS, HEALTH/MEDICAL, EDUCATION, AND LAW/GOVERNMENT TO ENCOURAGE ACADEMIC ACHIEVEMENT, SOCIAL DEVELOPMENT AND PERSONAL GROWTH AMONG HISPANIC YOUTH. LATINO ACHIEVERS USES A CAREER-BASED CURRICULUM WHERE STUDENTS MEET DURING SCHOOL HOURS ONCE A MONTH, AS WELL AS A DIVERSE CHOICE OF HANDS-ON MONTHLY SATURDAY WORKSHOPS TO EXPLORE VARIOUS CAREER FIELDS AND LEARN THE BASIC SKILLS MOST EMPLOYERS DESIRE. STUDENTS ALSO HAVE THE OPPORTUNITY TO ATTEND ON COLLEGE FIELD TRIPS DURING THE SCHOOL YEAR TO HAVE EXPOSURE TO POST-SECONDARY EDUCATION. THE PROGRAM IS OFFERED AT EAST FORSYTH AND SOUTHEAST MIDDLE SCHOOL, CARTER G. WOODSON SCHOOL, CARVER, EAST FORSYTH HIGH, ROBERT B. GLENN, JOHN F. KENNEDY MAGNET HIGH SCHOOL, NORTH FORSYTH, PARKLAND, REAGAN, REYNOLDS, MT. TABOR, WALKERTOWN, WEST FORSYTH, AND WINSTON-SALEM PREPARATORY ACADEMY HIGH SCHOOLS. IN OUR NEW COLLABORATION WITH CROSBY SCHOLARS, WE ARE INTRODUCING A COMMUNITY OUTREACH PROGRAM THAT FOCUSES EXCLUSIVELY ON THE HISPANIC/LATINO POPULATION IN GRADES 6-12. OUR GOAL IS TO SPREAD THE MESSAGE OF BOTH ACHIEVERS AND CROSBY SCHOLARS TO PROMOTE A "POST-SECONDARY/COLLEGE GOING CULTURE" AMONG HISPANIC/LATINOS IN FORSYTH COUNTY. WE ANTICIPATE THAT OUTREACH EFFORTS WILL RESULT IN PARTICIPATION IN BOTH PROGRAMS, AND ULTIMATELY ENSURE THAT STUDENTS GRADUATE FROM HIGH SCHOOL AND CULTIVATE THE NECESSARY SOFT-SKILL DEVELOPMENT TO EXPLORE POST-SECONDARY OPTIONS. AT THE END OF THE PROGRAM, THE GRADUATING TEENS COMPETE FOR COLLEGE SCHOLARSHIPS AND AWARDS. IN 2020, 8 STUDENTS WERE AWARDED SCHOLARSHIPS TOTALING \$10,000.</p> <p>IN 2020, WHEN SCHOOLS CLOSED, THE ACHIEVERS CONTINUED THEIR PROGRAMS VIA VIRTUAL MEETINGS AND CONNECTIONS AND 1,465 TEENS GOT A TASTE OF POST-SECONDARY EDUCATION AND CAREER OPTIONS WHILE LEARNING THE TOOLS THEY NEED TO SUCCEED THROUGH THESE TWO ACHIEVERS PROGRAMS. THE ACHIEVERS PROGRAMS ARE FUNDED BY THE UNITED WAY OF FORSYTH COUNTY.</p> <p>7. HELPING CHILDREN BECOME STRONG LEADERS FOR THE FUTURE IS A COMMUNITY EFFORT. THE YMCA TAKES A PROACTIVE APPROACH TO MENTOR-SHIP AND LEADERSHIP DEVELOPMENT PROGRAMS AND PROVIDES FINANCIAL SCHOLARSHIPS SO THAT ALL HAVE ACCESS, REGARDLESS OF INCOME LEVEL.</p> |
| <p>FORM 990, PART III, LINE 4B - YOUTH DEVELOPMENT (CONTINUED)</p> | <p>CAMPING</p> <p>1. DAY CAMPING PROVIDES FULL DAY RECREATIONAL, EDUCATIONAL AND/OR SPECIALIZED CHILD CARE FOR YOUTH AGES 5 - 13 (14 AND 15 YEAR-OLDS ENTER OUR COUNSELOR-IN-TRAINING (CIT) PROGRAM TO BECOME SUMMER CAMP COUNSELORS AT AGE 16). MULTIPLE DAY CAMP AND SPORTS CAMP SITES ACROSS 6 COUNTIES PROVIDE A VARIETY OF OPPORTUNITIES DURING THE SUMMER FOR GROUP GAMES, SWIMMING, AND ARTS AND CRAFTS. EDUCATIONAL CAMP COLLABORATES WITH LOCAL SCHOOLS AND SUMMER SCHOOL PROGRAMS TO PROVIDE A SUMMER ENRICHMENT PROGRAM. SPORTS CAMPS TEACH BASKETBALL, SOCCER, VOLLEYBALL AND GOOD SPORTSMANSHIP SKILLS. WHILE THE APPROACH TO PROVIDING A SUMMER CAMP EXPERIENCE HAD TO CHANGE IN 2020 DUE TO THE PANDEMIC, WE WERE ABLE TO STILL SAFELY SERVE 1,465 YOUNG PEOPLE IN OUR SUMMER EXPLORATION ACADEMIES AT OUR BRANCHES.</p> <p>2. RESIDENT CAMPING IS DESIGNED TO HELP CAMPERS ENHANCE THEIR SPIRITUAL AWARENESS, MENTAL DEVELOPMENT, PHYSICAL WELL-BEING, SELF-ESTEEM, SOCIAL GROWTH, AND RESPECT FOR THE ENVIRONMENT. IN 2020, SUMMER CAMPER WEEKS (ONE CHILD ATTENDING CAMP FOR ONE WEEK) AT YMCA CAMP HANES TOTALED 782. THE GOALS OF THE PROGRAM INCLUDE TEACHING LIFE SKILLS WHILE DEVELOPING AN APPRECIATION OF NATURE AND AN UNDERSTANDING OF POSITIVE GROUP LIVING AND INDEPENDENCE.</p> <p>3. THE CAMP EXPERIENCE IS MONUMENTAL TO MANY CHILDREN'S DEVELOPMENT. IT BUILDS CONFIDENCE, INDIVIDUALITY AND SELF-ESTEEM THAT STAY WITH THE CHILD FOR THE REST OF THEIR LIFE. WITHOUT THE YMCA'S FINANCIAL SCHOLARSHIPS, MANY FAMILIES WOULD NOT BE ABLE TO PROVIDE A CAMP EXPERIENCE FOR CHILDREN.</p> |

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| FORM 990, PART III, LINE 4C - SOCIAL RESPONSIBILITY | <p>1. FINANCIAL SCHOLARSHIP POLICY: THE HEART OF THE YMCA'S MISSION IS TO REACH OUT AND SERVE PEOPLE IN OUR COMMUNITIES WHO ARE IN NEED. THE YMCA STRIVES TO TURN NO ONE AWAY DUE TO AN INABILITY TO PAY A PROGRAM OR MEMBERSHIP FEE. OUR OPEN DOORS PROGRAM ALLOWS INDIVIDUALS AND FAMILIES TO ACCESS YMCA MEMBERSHIP AND PROGRAMS ON A SLIDING-FEE SCALE THAT IS DESIGNED TO RESPOND TO INDIVIDUAL CIRCUMSTANCES (E.G. WHEN A PARENT LOSES HIS/HER JOB, WHEN MEDICAL BILLS BECOME OVERWHELMING, WHEN LIVING ON A FIXED-INCOME, ETC.). APPLICATIONS AND AWARDS OF FINANCIAL ASSISTANCE ARE REVIEWED PERIODICALLY TO DETERMINE IF THE SAME LEVEL OF AWARD IS APPROPRIATE, I.E. HAVE CIRCUMSTANCES CHANGED FOR THE RECIPIENT. DURING 2020, \$997,875 OF FINANCIAL SCHOLARSHIPS WERE PROVIDED FOR Y PROGRAMS AND MEMBERSHIP FEES TO 13,756 INDIVIDUALS.</p> <p>2. RAISING LITERACY LEVELS IS AN INTEGRAL PART OF OUR MISSION OF "HELPING ALL PEOPLE REACH THEIR GOD-GIVEN POTENTIAL IN SPIRIT, MIND, AND BODY." THE YMCA OF NORTHWEST NORTH CAROLINA PROVIDES ADULT AND FAMILY LITERACY SERVICES AT NO COST TO PARTICIPANTS THROUGH OUR LITERACY PROGRAM. PROGRAM STAFF RECRUIT, TRAIN, AND SUPPORT VOLUNTEERS WHO TUTOR INDIVIDUALS OR SMALL GROUPS OF ADULTS IN 40-HOUR PROGRAMS OF ENGLISH AS A SECOND LANGUAGE AND BASIC READING SKILLS. IN 2020, THE PROGRAM ALSO HELPED PARTICIPANTS IMPROVE JOB-SEEKING SKILLS. PROGRAM STAFF AND VOLUNTEERS TUTORED 228 ADULTS IN ADULT AND FAMILY LITERACY PROGRAMS HELPING THEM REACH THEIR GOALS OF ENTERING EMPLOYMENT, JOB TRAINING OR GED PROGRAMS, OR BECOMING MORE INVOLVED IN THEIR CHILDREN'S EDUCATION. THE YMCA LITERACY PROGRAM IS FUNDED BY THE UNITED WAY OF FORSYTH COUNTY, NORTH CAROLINA COMMUNITY COLLEGES SYSTEM, AND DONATIONS TO THE YMCA ANNUAL IMPACT FUND (FORMERLY ANNUAL GIVING CAMPAIGN).</p> <p>3. THE Y PARTNERED WITH SECOND HARVEST FOOD BANK AND LOVE OUT LOUD TO DISTRIBUTE MORE THAN 67,000 MEALS TO EAST WINSTON-SALEM RESIDENTS AT THE WINSTON LAKE AND FULTON YMCA BRANCHES FROM MARCH TO AUGUST OF 2020.</p> <p>4. THE Y PARTNERED WITH THE AMERICAN RED CROSS TO OFFER BLOOD DRIVES AT MULTIPLE BRANCHES THROUGH THE PANDEMIC. 57 BLOOD DRIVES WERE HELD, COLLECTING 1,610 PINTS OF BLOOD AND SAVING 4,830 LIVES (BASED ON CALCULATIONS FROM THE RED CROSS). ACCORDING TO THE RED CROSS, YMCAS RANKED FIRST IN NORTH CAROLINA FOR COLLECTING BLOOD DURING 2020.</p> <p>5. THROUGH OUR RISE PROGRAM (REFUGEE & IMMIGRANT SOCIETY OF ENTREPRENEURS), OVER 2,700 MASKS WERE MADE AND DISTRIBUTED THROUGHOUT THE COMMUNITY.</p> <p>6. FOLLOWING TWO YEARS OF DEVELOPMENT, THE YMCA BOARD OF DIRECTORS OFFICIALLY APPROVED A NEW DIVERSITY, EQUITY AND INCLUSION (DEI) STRATEGIC PLAN. INCLUDED IN THE PLAN IS A VISION STATEMENT, TENETS IDENTIFYING WHAT SUCCESS WILL LOOK LIKE, AND IMPLEMENTATION STRATEGIES FOR STAFF AND VOLUNTEER RECRUITMENT AND TRAINING, YMCA WELCOME WEEK, COMMUNITY CONVERSATIONS, DATA AND RESEARCH, AND BUSINESS RELATIONSHIPS. ADDITIONALLY, OUR Y HAS DEVELOPED A DASHBOARD TO MONITOR OUR PROGRESS AND SUCCESS.</p> <p>7. YMCA BRIGHT BEGINNINGS NORMALLY TAKES PLACE IN AUGUST AT MANY OF OUR BRANCHES WHERE VOLUNTEERS ASSIST STUDENTS WITH BACK-TO-SCHOOL SHOPPING. EACH CHILD RECEIVES A NEW BACK PACK FULL OF SCHOOL SUPPLIES, NEW CLOTHES AND SHOES, A WARM MEAL, AND THE OPPORTUNITY TO MAKE A NEW FRIEND IN THEIR VOLUNTEER SHOPPER. GUIDANCE COUNSELORS AT LOCAL ELEMENTARY SCHOOLS ASSIST YMCA STAFF WITH LISTS OF CHILDREN WHO WOULD BENEFIT MOST FROM THIS PROGRAM. BECAUSE OF THE PANDEMIC IN 2020, WE HAD TO TAKE A DIFFERENT APPROACH THAN USUAL WHICH DID NOT INCLUDE A SHOPPING EXPERIENCE WITH A VOLUNTEER. HOWEVER, OVER 500 STUDENTS STILL BENEFITED FROM THE PROGRAM AS VOLUNTEERS SHOPPED FOR CHILDREN AND ITEMS WERE DELIVERED SAFELY TO CHILDREN'S HOMES.</p> <p>8. THE YMCA OF NORTHWEST NORTH CAROLINA HAS STRONG INTERNATIONAL TIES THROUGH A LONG STANDING RELATIONSHIP WITH THE YMCA OF THE UKRAINE. OUR RELATIONSHIP HAS SUPPORTED STRONG PROGRAMS IN HIV/AIDS EDUCATION, YOUTH SPORTS, CAMPING AND THE ARTS IN THE UKRAINE. ADDITIONALLY, THIS RELATIONSHIP HAS PROVIDED INTERNSHIP OPPORTUNITIES FOR BOTH ORGANIZATIONS, AS WELL AS SERVICE LEARNING CAMPS FOR OUR OWN YOUTH AND TEEN MEMBERS.</p> |
| FORM 990, PART VI, LINE 1A - DELEGATE BROAD AUTHORITY TO A COMMITTEE | THE PRESIDENT'S CABINET CONSISTS OF THE ACTING CHIEF VOLUNTEER OFFICER (CVO), CVO-ELECT, TREASURER, SECRETARY, IMMEDIATE PAST CVO, THE CEO AND SUCH OTHER INDIVIDUAL(S) AS MAY BE DESIGNATED BY THE ASSOCIATION BOARD OF DIRECTORS (BOD) FROM TIME TO TIME. THE PRESIDENT'S CABINET HAS THE FULL POWER AND AUTHORITY TO SUPERVISE AND ACT UPON ALL BUSINESS OF THE ASSOCIATION BOARD OF DIRECTORS DURING INTERVALS BETWEEN THE REGULAR MEETINGS OF THE BOD. |
| FORM 990, PART VI, LINE 6 - CLASSES OF MEMBERS OR STOCKHOLDERS | THE YMCA OF NORTHWEST NORTH CAROLINA IS A MEMBERSHIP ASSOCIATION OF MEN, WOMEN, AND CHILDREN OF ALL AGES, ABILITIES, INCOMES, RACES, AND RELIGIONS. THE ASSOCIATION IS DEDICATED TO "HELPING PEOPLE REACH THEIR GOD-GIVEN POTENTIAL IN SPIRIT, MIND AND BODY." CHRISTIAN PRINCIPLES ARE PUT INTO PRACTICE THROUGH PROGRAMS THAT PROMOTE HEALTHY LIVING, YOUTH DEVELOPMENT, AND SOCIAL RESPONSIBILITY. BY ENROLLING AS YMCA MEMBERS, INDIVIDUALS MAY PARTICIPATE IN THE PROGRAMS DESCRIBED ABOVE AND UTILIZE THE INDOOR AND OUTDOOR FACILITIES OF THE YMCA. IN ADDITION, YMCA MEMBERS SERVE AS THE PRIMARY SOURCE OF PROGRAM AND POLICY-MAKING VOLUNTEERS, AS WELL AS, DONORS TO THE ANNUAL FUND-RAISING CAMPAIGN, WHICH SUPPORTS THE YMCA'S FINANCIAL SCHOLARSHIP PROGRAM. |

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| FORM 990, PART VI, LINE 7A - MEMBERS OR STOCKHOLDERS ELECTING MEMBERS OF GOVERNING BODY | THE ROLE OF THE VOTING MEMBERS OF THE YMCA OF NORTHWEST NORTH CAROLINA IS TO ELECT THE ASSOCIATION BOARD OF DIRECTORS AT THE ANNUAL MEETING. VOTING MEMBERS MAY CAST ONE VOTE ON ANY ITEMS OF BUSINESS PROPERLY BROUGHT BEFORE THE MEMBERS FOR CONSIDERATION AT THE ANNUAL MEETING, INCLUDING ELECTION OF THE GOVERNING BODY. NO DECISIONS MADE BY THE GOVERNING BODY ARE SUBJECT TO APPROVAL BY THE MEMBERS. |
| FORM 990, PART VI, LINE 11B - REVIEW OF FORM 990 BY GOVERNING BODY | THE AUDIT COMMITTEE REVIEWS AND APPROVES THE FORM 990. UPON APPROVAL, THE RETURN IS PROVIDED TO EACH BOARD MEMBER OF THE ASSOCIATION BOARD OF DIRECTORS PRIOR TO IT BEING FILED WITH THE IRS. |
| FORM 990, PART VI, LINE 12C - CONFLICT OF INTEREST POLICY | ANNUAL DISCLOSURES BY DIRECTORS AND EMPLOYEES ARE REVIEWED BY ASSOCIATION OFFICE STAFF AND ANY CONFLICTS OR POTENTIAL CONFLICTS ARE NOTED SO THAT APPROPRIATE ACTION CAN BE TAKEN, E.G. DIRECTORS WOULD BE EXCLUDED FROM APPROVAL VOTES IF PROCESS WOULD INVOLVE A TRANSACTION RELATED TO THEIR CONFLICT OF INTEREST. |
| FORM 990, PART VI, LINE 15A - PROCESS TO ESTABLISH COMPENSATION OF TOP MANAGEMENT OFFICIAL | THE EVALUATION AND COMPENSATION COMMITTEE OF THE ASSOCIATION BOARD OF DIRECTORS IS COMPRISED OF THE CHIEF VOLUNTEER OFFICER (CVO), CVO-ELECT, THE IMMEDIATE PAST CVO, THE SECRETARY, AND THE TREASURER. IT IS THE DUTY AND RESPONSIBILITY OF THE EVALUATION AND COMPENSATION COMMITTEE TO APPRAISE THE PERFORMANCE OF THE PRESIDENT/CEO ANNUALLY ON OR ABOUT THE END OF THE FISCAL YEAR AND BASED ON THAT APPRAISAL TO DETERMINE THE PRESIDENT/CEO'S COMPENSATION FOR THE NEXT FISCAL YEAR. DETERMINATION OF THE PRESIDENT/CEO'S COMPENSATION AND REVIEW OF OTHER SENIOR STAFF COMPENSATION SHALL BE MADE AFTER AN EXAMINATION OF COMPARABILITY TO COMPENSATION LEVELS PAID BY SIMILARLY SITUATED ORGANIZATIONS TO ENSURE THAT COMPENSATION IS FAIR AND REASONABLE. THE EVALUATION AND COMPENSATION COMMITTEE SHALL ANNUALLY DOCUMENT COMPARABILITY IN WRITING AND MAINTAIN DOCUMENTATION WITH THE HUMAN RESOURCES DEPARTMENT. |
| FORM 990, PART VI, LINE 15B - PROCESS TO ESTABLISH COMPENSATION OF OTHER OFFICERS OR KEY EMPLOYEES | POSITIONS INCLUDED IN COMPENSATION REVIEW AND APPROVAL INCLUDE PRESIDENT & CHIEF EXECUTIVE OFFICER, CHIEF OPERATING OFFICER, CHIEF FINANCIAL OFFICER, CHIEF ADVANCEMENT OFFICER, AND CHIEF HUMAN RESOURCES OFFICER. |
| FORM 990, PART VI, LINE 19 - REQUESTING INFORMATION | THE WEBSITE FOR THE YMCA OF NORTHWEST NORTH CAROLINA CONTAINS A SECTION LABELED "ABOUT US" WHERE A LINK TO THE CFO'S EMAIL ADDRESS IS MAINTAINED FOR REQUESTING OF A COPY OF THE MOST RECENT FORM 990 OR ANY RELATED QUESTIONS. |
| FORM 990, PART VI, LINE 19 - REQUIRED DOCUMENTS AVAILABLE TO THE PUBLIC | THE GOVERNING DOCUMENTS OF THE YMCA OF NORTHWEST NORTH CAROLINA (ARTICLES OF INCORPORATION, BYLAWS, 501(C)(3) EXEMPTION LETTER) AND THE CONFLICT OF INTEREST POLICY ARE MAINTAINED AT THE ADMINISTRATIVE OFFICES OF THE ORGANIZATION AND ARE AVAILABLE TO THE PUBLIC UPON REQUEST FOR INSPECTION AND/OR TO BE COPIED. THE MOST RECENT AUDITED FINANCIAL STATEMENTS OF THE ORGANIZATION ARE AVAILABLE TO THE PUBLIC VIA THE ORGANIZATION'S WEBSITE UNDER THE AREA LABELED "ABOUT US". |